

Pre-Screening Equality Impact Assessment

Borough Council of
King's Lynn & West Norfolk



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|---|---|----------|----------|---------|--------|
| Name of policy/service/function | 2015 Pay Award | | | | |
| Is this a new or existing policy/service/function? | Existing | | | | |
| <p>Brief summary/description of the main aims of the policy/service/function being screened.</p> <p>Please state if this policy/service is rigidly constrained by statutory obligations</p> | <p>The Council's annual pay increase for employees is locally determined, taking local, regional and national pay and labour market information in consideration. This report outlines the recommendations for a pay award for the 2015/16 year.</p> <p>The recommendations are within budget.</p> <p>The proposals reflect the Government's policy of public sector pay restraint.</p> | | | | |
| Question | Answer | | | | |
| <p>1. Is there any reason to believe that the policy/service/function could have a specific impact on people from one or more of the following groups according to their different protected characteristic, for example, because they have particular needs, experiences, issues or priorities or in terms of ability to access the service?</p> <p>Please tick the relevant box for each group.</p> <p>NB. Equality neutral means no negative impact on any group.</p> | | Positive | Negative | Neutral | Unsure |
| | Age | | | √ | |
| | Disability | | | √ | |
| | Gender | | | √ | |
| | Gender Re-assignment | | | √ | |
| | Marriage/civil partnership | | | √ | |
| | Pregnancy & maternity | | | √ | |
| | Race | | | √ | |
| | Religion or belief | | | √ | |
| | Sexual orientation | | | √ | |
| | Other (low income) | √ | | | |

| Question | Answer | Comments |
|---|--|--|
| <p>2. Is the proposed policy/service likely to affect relations between certain equality communities or to damage relations between the equality communities and the Council, for example because it is seen as favouring a particular community or denying opportunities to another?</p> | No | |
| <p>3. Could this policy/service be perceived as impacting on communities differently?</p> | No | |
| <p>4. Is the policy/service specifically designed to tackle evidence of disadvantage or potential discrimination?</p> | Yes | <p>The Council recognises the particular difficulties faced by its lowest paid employees and introduced an organisational minimum wage in 2014. The proposals for the 2015 pay award recommend a further increase to this rate to recognises the concerns of employees on low incomes.</p> |
| <p>5. Are any impacts identified above minor and if so, can these be eliminated or reduced by minor actions?</p> <p>If yes, please agree actions with a member of the Corporate Equalities Working Group and list agreed actions in the comments section</p> | Yes | <p>Actions: Impact is positive so further action is not required.</p> <p>Actions agreed by EWG member: ...Becky Box.....</p> |
| <p>Assessment completed by: Name</p> | Debbie Gates | |
| <p>Job title</p> | Executive Director, Central & Community Services | |
| <p>Date</p> | 10 th February 2015 | |

Please Note: If there are any positive or negative impacts identified in question 1, or there any 'yes' responses to questions 2 – 4 a full impact assessment will be required.